



**DoD-Wide**

**Intelligence Career Development Program**

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**ICDP**

**GENERAL INTELLIGENCE PERSONNEL**

**Defense Intelligence Special Career Automated System**

**DISCAS**

Office of the Assistant Secretary of Defense  
(Force Management & Personnel)

**DoD 143o.1o-M-3**  
**July 1988**

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*DOD-WIDE  
CIVILIAN CAREER  
PROGRAM FOR*

*GENERAL INTELLIGENCE PERSONNEL*

*DOD 1430.10-M-3*

*OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE  
(FORCE MANAGEMENT AND PERSONNEL)*

*This manual supersedes DoD 1430.10-M-3, February 1978 and  
DoD 1430.10-M(Annex 3: General Intelligence), March 1984*



June 1988

The Presidential Memorandum of 5 November 1971 concerning the Organization and Management of the U.S. Foreign Intelligence Community stressed the need for an improved intelligence product and greater efficiency in the use of intelligence resources. More specifically, it emphasized the need for a determined effort to upgrade analyst personnel by providing “more rewarding careers for intelligence analysts.”

The career development aspect of the Presidential Memorandum resulted in the issuance of DoD Directive 5010.10, “Intelligence Career Development Program,” 9 August 1972. This Directive chartered the way toward developing a professionally competent and highly motivated civilian intelligence work force.

This manual is issued under DoD Directive 5010.10, and DoD Instruction 1430.10, “Civilian Career program Publications,” 22 June 1981. It establishes a DoD-Wide career development program for general intelligence civilian personnel. Its purpose is to prescribe a framework for a career development program which has as its goals more rewarding and **satisfying** careers for intelligence professionals, more efficient use of these professionals, and ultimately, an improved intelligence product. It also prescribes uniform procedures and assigns responsibilities for operations and use of the Defense Intelligence Special Career Automated System.

This revised manual 1430.10-M-3 includes program requirements, changes, and refinements which have been established since the issuance of the original manual in July 1973. It supersedes and consolidates DoD 143 O.10-M-3, dated February 1978, and DoD Manual 143 O.10-M (Annex 3: General Intelligence) Procedural Manual, “Defense Intelligence Special Career Automated System,” dated March 1984. The consolidation provides a one-source document for registrants within the Intelligence Career Development Program. “This manual supports recent congressional legislation, that under the authority delegated by the Secretary of Defense, DIA and the Military Services are exempt from the OPM Classification Act and authorized to establish separate personnel systems for civilian intelligence officers and employees.”

The provisions of this Manual apply to the Office of the Secretary of Defense (OSD), the Military Departments, the Unified and Specified Commands, the Defense Agencies, and the Federal Research Division of the Library of Congress.

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# DOD-CIVILIAN CAREER PROGRAM FOR GENERAL INTELLIGENCE PERSONNEL

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